



Evidence-based Practice Resource Nurses: An Innovative Role for Enhancing Leadership Development

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Purpose

The purpose of this initiative was to design and implement the Evidence-based Practice (EBP) Resource Nurse role as an innovative opportunity for developing clinical nurse leadership as well as advancing EBP competencies for clinical nurses.

Background

- Nurses influence health care through the acquisition of leadership knowledge, skills and experience. Ideally, health care institutions prepare and enable nurses for expanded leadership roles and position nurses to advance health care (IOM, 2016).
- The integration of evidence into practice for nurses at all organizational levels is a characteristic of mature nursing organizations.
- In a Midwestern teaching hospital, the goals of developing nurse leaders and building nursing capacity for research and EBP dovetailed
- In a 2015 housewide needs assessment, clinical nurses indicated a need for more education on evaluating research evidence, conducting original research, and translating evidence into practice.
- With recommendations from the IOM in mind, the Nursing Research Council designed the innovative role of EBP Resource Nurse.



Methods

The Nursing Research Council conducted a review of evidence on unit-based peer nurse leadership and unit-level champion roles and then set criteria for the new role and identified four EBP Resource Nurses for a pilot test. A needs assessment guided the educational plan.


Three accountabilities guided the new role:

- leadership development
- mastery of EBP/research competencies
- mentoring peers in EBP skills.



Advanced practice nurses, unit managers and academic nurses with research experience partnered with the four EBP nurses for mentoring in leadership and EBP competencies.

Evidence-Based Practice Resource Nurse
Oncology



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As our unit's Evidence-based Resource Nurse, I will...

- help you find answers to WHY we practice the way we do
- support evidence-based practice changes on our unit
- be available as a resource to you if you want to learn more about evidence-based practice

The roll-out plan included colorful posters and announcements in multiple venues. “Why Behind the What” Cards were distributed to provide the evidence for the new role.

The evaluation plan included qualitative interview data and pre-post quantitative measures.

Outcomes

Quantitative Measures	Qualitative Evaluation
1. Nurses Knowledge, Attitudes, Practices and Feelings About Research and Evidence-based Practice (Burke et al., 1999)	1. Interviews with EBP Resource Nurses: 2017, 2018, 2019. Focus on examples of knowledge and practices
<ul style="list-style-type: none"> Pre-implementation Results (2016): <ul style="list-style-type: none"> Deficits in knowledge and practice Positive attitudes and willingness to learn Neutral feelings Post-implementation Survey: Autumn, 2018 	1a. Examples of new role practices at the local level: <ul style="list-style-type: none"> Fostering leader and peer relationships Stimulating spirit of inquiry Coaching and role modeling for practice changes Educating on EBP Consulting on research methods Serving as interprofessional spokesperson for EBP Serving as principal investigator and co-investigator on nurse-led research studies Presentations at local research conference Assuming new leadership responsibilities at unit level
2. Number of Clinical Inquiries and Evidence Reviews Supported	1b. Examples of role practices at the system-level and nationally: <ul style="list-style-type: none"> Participating in and leading system-level research inquiries and educational events Presentations at state and national conferences
3. Number of Research Studies and new EBP Practices Supported	2. Self-evaluation of Leadership Development and EBP Competencies – 2019
4. Number of Leadership Experiences (local, state and national)	3. Interviews with Unit Managers <ul style="list-style-type: none"> Effectiveness of EBP Resource Nurses Budget neutrality of role

Conclusions and Implications

Qualitative evidence suggests high engagement of EBP Resource Nurses in their role, with each of the nurses identifying multiple examples of newly developed leadership skills, advancement of personal EBP/research competencies, and mentoring of peers in EBP competencies. After post-implementation surveys and data collection are complete, the Research Council will evaluate the role and expand to six more units.

